



By Brigadier General Kenneth M. Taylor Jr.



INTEGRITY...SERVICE...EXCELLENCE. General Fogelman, Air Force Chief of Staff, has laid out three core values for the USAF: *Integrity first, service before self and excellence in all we do.* During recent UTAs, I have visited both wings, talking to leaders and unit members about these core values with emphasis on the integrity part. Though we all expect integrity at all levels of our Alaska ANG, I am highlighting ethical leadership, the foundation of a morally sound military organization.

First, we all need to understand that ours is a military organization with the critical task of defending our state and nation — at the risk of our lives if needed. Though we come from a cross section of our communities, our vital mission means we must represent the best of those communities. Even if ethical laxity seems common in our society, we cannot allow such weakness in our organization, especially among our leadership. All Alaska guard members will be held to high military standards on and off periods of military duty. **Leaders must set, follow and enforce high standards.**

The recent forced departure of two senior officers and other turbulence within our organization suggests that in the past our high ethical standards have not been made clear to or practiced by everyone. The firm actions taken and in progress because of misconduct should leave no doubt **that unethical or improper conduct will be dealt with severely.**

Selfless service and excellence need attention too. Recently publicized AKANG workplace health hazards suggest that some have placed a personal agenda above the safety of our people and the effectiveness of the organization. An effective team approach at the beginning would have avoided health risks, anxiety and public embarrassment for the Alaska Air Guard. Poor appearance of some members and workplaces combines with occasional unprofessional or discourteous behavior to reflect a lack of pride in the AKANG. Excellence comes from acting and looking good, not just getting the job done. Look for those things that can be done better or look better. Think of doing our missions **with style**, not just “good enough for government work.” **We want to be first class.** Let your leaders, peers and subordinates know that is what you expect.

FOCUS ON FAMILIES. Thanks to everyone who was involved in the very successful Family Support Conference during April. Major Anne Piersol, the new National Guard Family Support Director hosted this great conference. People came from across the state to attend this three day event. With the increased operations tempo of the AKNG, this program becomes more critical to Guard families.

SPOTLIGHT ON SUCCESS. Congratulations to Master Sergeant Paula Rogers of the 168th Air Refueling Wing. She was been selected for a statutory tour at Headquarters AFPC at Sheppard Air Force Base, Texas. She is now the training expert and consultant for the Military Modernization of the Automated Personnel Data System (APDS).

FLASH ON TANDEM THRUST. Australia may never be the same since nearly 100 Alaskans took part in joint military exercise *Tandem Thrust* in March. The four C-130 Hercules airlift aircraft and teams achieved outstanding results including: 2,140 passengers moved; 322,400 pounds of cargo moved; 3 medevacs accomplished; 5 major airdrops of soldiers and gear; and 37 assault/landing zone operations. This was all accomplished with no sorties lost or delayed thanks to exceptional maintenance. This was an outstanding success and another example of the Alaska Air National Guard being an integral member of the Total Force.

CHANGES IN STRENGTH MANAGEMENT TEAM. Several changes have taken place recently in the Recruiting and Retention arena, and I would like to introduce the team. After 16 years in recruiting and retention, SMSgt John Douglass is retiring and moving on to the civilian world. He will be replaced as the Recruiting and Retention Superintendent by MSgt Lisa Scroggs who was the former 176th Wing Retention Office Manager. Lisa has 8 years recruiting experience as well as her personnel and retention background. At the 176th Wing the entire recruiting team has changed. The supervisor is MSgt Howard C. Brunje. Howard comes to us with 8 years of recruiting experience with the Nevada Air Guard. Howard's background is in the personnel area; he has 11 years in the Air Guard and 6 years in the Navy as a radioman. The two new 176th Wing production recruiters are TSgt Debra J. French and SRA Gary L. Musgrove. Debra has been in the Alaska Air Guard since August of 1994 and has 10 years in the Air Force. In her last AF Job she was the NCOIC of the Elmendorf Out-Patient Clinic. In the Air Guard she has been assigned to the MPF and to the Counter Drug support program where she worked full time. Gary joined the Air Guard in September of 1996 and has 4 years in the Air Force. Gary's last assignment at Elmendorf was in the weapons standardization section. Gary was assigned to the munitions section at Kulis. He worked full-time for the DOT at the Anchorage International Airport. Gary and Debra are both scheduled to attend Recruiting School at Lackland AFB in July. The 168th ARW Strength management team is not as new but should be re-introduced as well. The Retention office Manager is MSgt Debra Coleman, she has been in the ANG since April of 1994, she had 12 years in the AF. Deb has a personnel and training background and has been in the MPF since May of 95. The Recruiting Office Supervisor is MSgt Todd E. Rup. Todd has been in the Alaska Air Guard since June of 1992 and he was also assigned to the MPF, in the training office. Todd has 13 years prior Air Force, 2 years in the Law Enforcement and the rest of his time in the personnel area. TSgt Michael J Stoltz has been in the Alaska Air Guard since January of 1991, he came over from the Air Force with an information management background of 7 1/2 years. Mike has been recruiting for the 168th since October, 1991. TSgt Dave Matthews is the Alaska Air Guard's most recent graduate of the ANG Recruiting School. Dave was a prior service Army, Combat Engineer for 7 years and came to the AKANG in Feb 92 and was assigned as a crew chief for 4 years prior to moving to the MPF.